



Vol. 6, No 11

401

June 7, 1959

ALL LABOR  
BACKS

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HOSPITAL  
STRIKERS

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# Steel Bosses Reject Any Raise; Nationwide Strike Looms June 30

WASHINGTON (PAI)—Prospect for a steel strike this summer is moving threateningly to the horizon despite the emphatic assertion by Steelworkers' President David J. McDonald that "we will do all in our power to avoid a strike." McDonald declared that negotiations with the steel industry in New York "have gotten nowhere, absolutely nowhere."

He pointed out that the union and major steel companies have been engaged in negotiations for four weeks but "there has been an absolute refusal by the companies to bargain in good faith. Industry thus far has merely gone through the motions."

The steel union leader's statement came shortly after top officials of the steel industry announced that they were going to carry their opposition to a wage increase for steel workers right through to the deadline, June 30.

The steel industry has been building up steel inventories in anticipation of a strike so that at least three months supply is on hand.

One president, Charles M. White of Republic Steel Corp., has predicted that with current steel inventories the country could weather a three-month strike without depriving anyone of "real necessities."

In a series of interviews with steel executives, the Wall Street Journal says "most producers emphasized that they have no intention of backing down from their offer to the union for a one-year extension of the three-year agreements that expire June 30."

The USW not only rejected this offer, but as McDonald said, it was "zero minus."

"They offered a contract extension which would freeze wage rates for a year and, as well, eliminate the protective clause against the cost of living," he declared. "This is not an extension. This would be a retreat."

McDonald expressed deep concern about the attitude of the steel industry.



"Very Good, Sir—You Have Just Time to Change for the Wage Negotiating Conference"

## RWDSU-Histadrut Fund Nears \$17,000 Mark

On the eve of the RWDSU General Council meeting, contributions received in the RWDSU-Histadrut Campaign reached a total of nearly \$17,000, it was reported by Exec. Sec. Jack Paley, who is serving as director of the campaign. Substantial additional amounts are expected to be turned in during the three-day Council meeting, which opens June 9. Paley said a number of local leaders had informed him they were bringing Histadrut donations with them.

New contributions received during the two weeks from May 19 to June 3 were from widely scattered points across the United States and Canada. Included were gifts from locals and their members in Illinois, Pennsylvania, Manitoba, Saskatchewan, Florida, West Virginia and Alabama.

In addition to these new contributions, several locals increased the amounts they had turned in earlier. Outstanding among these was Retail Women's Apparel Employees Local 1125, of New York, which turned in \$1,003 more, to bring its earlier contributions of \$3,368.70 to a new total of \$4,371.70.

Other locals which boosted their totals were 260, 721 and District 65 of New York; Local 262 of New Jersey; Local 468 of Winnipeg; and the Chicago Joint Board.

An event that is expected to raise a substantial additional sum will take place at the District 65 Center on Saturday evening, June 13, when that union's Jewish Affairs Committee will hold a celebration honoring the State of Israel and its labor movement, Histadrut. Proceeds of the affair will go to the RWDSU-Histadrut Campaign.

The list of contributions received between May 19 and June 3 follows:

Local	City	Amount
17	Rochelle, Ill.	\$ 50.00
21	Huntington, W. Va.	50.00
106	Temple, Pa.	26.50
194	Chicago, Ill.	50.00
260	New York, N.Y. (add'l)	28.75
262	Newark, N.J. (add'l)	150.00
467	Winnipeg, Man.	25.00
468	Winnipeg, Man. (add'l)	35.00
650	Winnipeg, Man.	25.00
721	New York, N.Y. (add'l)	248.00

1025 Orlando, Fla.	10.00	Saskatchewan Joint Board,	
1125 N.Y., N.Y. (add'l)	1,003.00	Sask.	100.00
Alabama Joint Council, Ala.	25.00	TOTAL received from	
Chicago Joint Board,		May 19 to June 3	\$ 2,726.25
Chicago, Ill. (add'l)	65.00	Previously reported	\$14,071.85
District 65 New York, N.Y. (add'l)	825.00	Grand total	\$16,798.10

## Last Call for Europe Tour!

The last few weeks before the books are closed on the RWDSU's European tour finds a number of places still open for members. You must act NOW if you want to join the group which will fly to Europe Aug. 23 via chartered DC-6B airliner for a glorious 23-day tour of England, France, Switzerland, Italy and San Marino.

Special arrangements have been made to provide the RWDSUers with the best of everything at the lowest possible cost. The entire 23-day trip, including air transportation, hotel accommodations, meals, tips, taxes, transportation in Europe by de luxe motor coach, sightseeing, excursions—even entertainment—will be available to RWDSU members for \$625 per person. The member's wife (or husband) or other person in the immediate family may accompany an RWDSUer at the same low price of \$625. For those members who are interested only in air transportation to and from Europe, a number of seats on the airliners have been set aside. The cost of round-trip air transportation has been fixed at \$285—little more than half the lowest "economy" rate charged by the airlines.

For applications and full information, fill in the coupon below and mail it immediately to The Record's Travel Dept., 132 West 43rd Street, New York 36, N. Y., or telephone WI 7-9303.

Please send me information on the tour.

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Address .....

City ..... Zone No. ....

Where Employed ..... Local No. ....

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### Note on Change of Address

When sending in a change of address to The Record, please make sure to include your old address as well as the new, and your local's number.

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rwdsu RECORD



# HOSPITAL STRIKERS SEE VICTORY AS CERTAIN



Hospital strikers overflow Hotel Diplomat meeting room May 20 to vote down, 1,784 to 14, management proposal that excluded recognition of their union.



Hotel workers contribute food to strikers. Greatest show of solidarity in New York labor history has heartened strikers, assured victory.

NEW YORK CITY—The strike of 3,000 workers at six voluntary hospitals in New York City entered its fifth week June 5 stronger than the day it started, with the strikers confident of victory. An overwhelming display of support from labor and the public brought literally tons of food and sizeable sums of money for strike relief. With this aid has come also powerful condemnation from people in all walks of life of the hospital managements for their continued arrogant refusal to recognize and bargain with the union chosen by their workers, Local 1199 of the RWDSU. The struck hospitals are Mount Sinai, Beth David, Lenox Hill, Beth Israel, Bronx Hospital and Brooklyn Jewish.

The strike began May 8 when the boards of trustees of the hospitals—made up mostly of millionaire financiers and businessmen—turned down arbitration, mediation, and finally, Mayor Wagner's proposal to set up a fact finding committee to look into all aspects of the problem and report back to him. Three weeks after the walkout started, Mayor Wagner—without asking permission from the hospital managements—appointed a fact finding committee made up of veteran mediator and arbitrator William H. Davis, Aaron Horvitz, also an arbitrator, and James McMurray, former head of the State Housing Authority.

The Mayor's committee was instructed first to attempt to mediate the dispute, but this effort failed when the management refused to consider any formula which would include recognition of the union as representative of the workers. The committee then turned to its second assignment—to report to the Mayor on the facts unearthed in a week of hearings, and to suggest a formula for resolving the strike. This report is expected early next week, perhaps on Monday, June 8.

The key issues in the strike, as expressed by '1199' Pres. Leon Davis from the first day of the walkout, are "an improvement in the miserably low wages of these workers and the right to representation through their union in resolving grievances."

Meanwhile, the strike's effectiveness is greater than ever. Ninety percent of the workers remain on strike as the hospitals' "back-to-work" movement, announced pretentiously every few days, fall flat. The widely publicized "volunteers"—society ladies, their consorts and their servants—have dwindled to near zero, under complaints of aching backs

## A Judge Puts A-Question To Hospitals

NEW YORK CITY—Weeks before the hospital strike began, the managements attempted to thwart the workers' efforts to earn higher pay and recognition of their union by means of court injunctions. "We won't permit you to organize into a union to better your conditions," they said in effect, "and if you strike we'll throw you and your leaders into jail."

The most recent attempt to jail strikers and union officers came before Supreme Court Justice Henry Epstein last Tuesday. After listening to arguments of both sides, he turned to the hospitals' attorneys and asked:

"Is there anything in the law which prevents you from recognizing the union? Is there anything in the law which prevents these workers from organizing into a union, and striking if their union is not recognized?"

The hospital attorneys stood open-mouthed. The Judge asked them to come back with an answer on Monday, and postponed decision till then.

unaccustomed to plain hard work. Scabs are hired but quit almost immediately, repelled by the low pay and mountainous chores.

The embattled strikers, mostly Negroes and Puerto Ricans, have become veterans of the picket lines, organizing themselves to handle welfare problems, distribute food, maintain strong, 24-hour picket lines at every struck hospital—and finding the time to bring to other hospitals the '1199' message of unionism for the 35,000 exploited workers in this field. Together with the leaders of New York labor, the strikers are confident of victory. It's hard to see how they can lose.

## Historic Labor Effort Backs Up Hospital Strikers

NEW YORK CITY—Perhaps the most significant development in the four-week-old hospital strike has been the effect this strike has had on the labor movement of New York. The AFL and CIO in the city merged only last March, with Electrical Workers' leader Harry Van Arsdale at the helm of the million-member Central Labor Council.

From the beginning of organization in the voluntary hospitals by the RWDSU's Local 1199, Van Arsdale saw the developing struggle as both a responsibility for organized labor to back up miserably exploited Puerto Rican and Negro workers seeking unionization—and as an opportunity for the labor movement of the city to grow more unified, and "to show that we have not grown old and fat and disinterested in each other's problems."

With a personal display of tireless energy that has kept him on the go 18 to 20 hours a day in the strike—visiting hospital picketlines every day, addressing meetings of different unions every night, and participating in every negotiating and

fact-finding session—Van Arsdale has inspired literally hundreds of local unions in the city to heroic efforts on behalf of the strikers.

Amazing amounts of food have been donated by unions, keeping three trucks working full-time collecting the food for distribution to the strikers. At press time more than \$40,000 had been collected for strike relief, and more is coming in every day as executive boards and membership meetings vote contributions. And dozens of local union meetings are winding up with a march to the nearest struck hospital, offering encouragement to the strikers in the best form possible—mass picketlines ringing the hospitals with brother and sister trade unionists.

From virtually every union in the city have come food, money and picketline support—from Boilermakers, Electrical Workers, Teachers, Furniture Workers, Newspapermen, Bakers, Firemen, Hod Carriers, Carpenters, Building Service Workers, Transport Workers, Laundry Workers, Garment Workers, Printers, Telephone Workers, Plumbers, Auto Workers, and many others.

And of course, from retail, wholesale and department store workers. With Pres. Max Green-

berg rallying the New York locals of RWDSU, support from sister locals to '1199' has been outstanding. To begin with, the retail drug section of '1199' turned its entire treasury and leadership over to the Hospital Division in its mammoth strike effort. The membership then voted to double its dues for the strike's duration and to picket once a week, while the officers voluntarily took a pay cut.

District 65 has assigned 11 staff members to work full-time on the strike, has already collected more than \$6,000 for striker relief, and is organizing mass picketline demonstrations by each of its 35 locals. Other RWDSU locals have contributed substantial amounts of money and food, and are joining the picketlines.

Never before in New York's labor history has such support been manifested so quickly and so generously from so many unions. The labor movement of New York has announced, "This is our strike", and as the historic struggle moves inevitably towards victory, the labor movement itself draws strength and inspiration from the fight that will be put to valuable use in the months and years to come.



# THE HOSPITAL WORKERS CASE for a union in New York's voluntary hospitals

On this page are reprinted — for the first time in any publication — excerpts from the statement of the RWDSU's Local 1199 before the three-member fact finding panel set up by Mayor Robert F. Wagner to investigate the hospital strike and recommend a formula for settlement. The presentation was made by RWDSU Vice-Pres. Bill Michelson, on behalf of Local 1199, on May 29. This statement summarized testimony by union representatives, including AFL-CIO Central Labor Council Pres. Harry Van Arsdale, '1199' Pres. Leon J. Davis, Vice-Pres. Bill Taylor, and six of the hospital strikers, representing the workers of each of the struck hospitals.

Union recognition in voluntary hospitals has been discussed many times over the year. Such discussions have not been merely academic exercises; in hundreds of instances hospitals have recognized unions representing their employees, have engaged in collective bargaining, and have signed contracts with unions. Voluntary hospitals function under contractual relationships with labor unions from one end of the United States to the other, and from one end of Canada to the other.

Voluntary hospitals maintain contracts with the Building Service Employees Union, Retail Clerks' International Union, the Public Workers' Union and with our own union, Local 1199, Retail Wholesale and Department Store Union.

I might point out that this list includes eleven voluntary hospitals in San Francisco, organized as the San Francisco Hospital Conference, eighteen hospitals in Minneapolis, seven hospitals in Portland, Oregon, five hospitals in Washington, D.C., three hospitals in Los Angeles, five hospitals in Saskatchewan, Canada, and more than a score of hospitals in other cities. In our newest state, Hawaii, the hospitals of the largest city, Honolulu, are organized. These hospitals recognize and deal with the union of their employees as "the sole and exclusive collective bargaining agent."

Here in New York City we have two voluntary hospitals under contract with Local 1199. One is Maimonides Hospital in Brooklyn and the other is Montefiore Hospital in the Bronx. Both are large hospitals; Montefiore, in fact, is the fourth largest in the city, with 950 employees in the bargaining unit.

What has been the effect of these union contracts on the hospitals' operation? The Wall Street Journal, which can certainly not be accused of being a pro-union publication, undertook a comprehensive survey of unions in hospitals throughout the country. Only in New York City does a group of hospital executives and trustees reject, on the basis of "principle," the idea that hospital employees should be represented by unions. Only in New York City does a group of hospital administrators contend that a union, if recognized, would interfere with the care of patients. This is completely contradicted by the testimony of hospital administrators both here in New York and elsewhere in the nation who have had experience in dealing with unions.

In the Wall Street Journal, Dr. J. A. Katzive, executive director of Maimonides Hospital, when asked about the hospital's experiences with Local 1199, is quoted as saying: "Things have been entirely satisfactory."

The president of the American Hospital Association, Mr. Ray Emborg, who is also director of the University of Minnesota Hospital, is quoted as saying: "The calibre of the workers has improved since the union came in. The union gave security and we got more stable people."

## Catholic Priest Backs Collective Bargaining

A Catholic clergyman, the Reverend Joseph D. Numier, in a symposium at a convention of the American Nursing Association, urged collective bargaining, not only for non-professional employees, but for nurses as well. He said: "Experience shows that anyone who works for a living simply cannot trust his welfare and security to the current benevolence of an employer. Even the best of intentions to improve employee conditions are rarely realized without the strong encouragement of organized group demands."

An editorial in last November's issue of "Modern Hospital," an authoritative publication for hospital executives, declared: "We are in favor of good wages and good working conditions for hospital employees of all kinds, even when a raise in wages means an addition to hospital bills, and we are opposed to hospital trustees and administrators who use their responsibility to the sick and injured as a screen behind which to hide inadequate wages and shabby personnel practices."

Since the organizing drive by Local 1199 got under way here in New York—and may I point out that in large measure this drive has been a spontaneous one on the part of hospital workers themselves—many prominent individuals have called upon the hospitals to recognize and deal with the union of their employees. A public statement by Mrs. Eleanor Roosevelt, Ex-Senator Herbert H. Lehman, Congressman Emanuel Celler, Councilman Stanley Isaacs, the Reverend Dr. Ralph D. Sockman, Rabbis Eugene Lipman and Edward E. Klein, Mrs. Albert D. Lasker, and Thurgood Marshall, declared: "The hospital managements, like other employers—both in private industry and in public service—have a moral obligation to recognize and deal with the union representing a majority of their employees."

The Association of Reform Rabbis last week called upon the hospitals "to deal fairly with their workers, to recognize employees' duly constituted organizations and to raise wage scales above the substandard levels that now exist."

The Urban League of Greater New York, on May 25, declared: "The men and women who serve on the boards of directors of these hospitals, because of their concern for the welfare of their fellow men, must now address their attention to the welfare of their employees. We hope they will accept this responsibility, recognize the elected representatives of the employees and seek to raise the pay and status of New York's hospital workers."

The Executive Committee of the Department of Christian Relations of The Protestant Council of the City of New York stated, before the strike began: "We believe in the right of workers in voluntary hospitals to organize their own unions in order to obtain their just wages and satisfactory working conditions."

The American Civil Liberties Union, in a policy statement last month, declared that public service employees should have the right to form or join labor organizations of their own choosing. The A.C.L.U. statement stated that limitations on the right of public employees to strike "are fully defensible only if and when adequate machinery for handling employer-employee relations has been established."

Many other private and non-profit institutions are engaged in collective bargaining with their employees. To cite only a few: There is the Federation of Jewish Philanthropies and many of its member-agencies; Catholic institutions which deal with organized cemetery workers and other unions representing their employees; museums and civic institutions; many of the city settlement houses; and Youth House, a volunteer, non-profit institution.

When voluntary hospitals and other non-profit institutions undertake construction work, such work is inevitably done by union members working for union wages and union conditions. When these institutions have printing done, they go to union printers; in fact, they usually insist upon having the union label appear upon their literature. The fact is that those institutions raise a portion

of their funds through the medium of organized labor and they are careful to respect the rights of organized labor—except in the case of their own employees.

In reply to the argument advanced by Montefiore Hospital as to its inability to pay, Local 1199 offered to join with the hospital's officials in a plea to the Mayor and other City authorities for an increase in the payments by the City to the hospital for the care of ward patients. The City agreed to this increase, which amounts to 25% this year, 10% next year and 5% in each of the two succeeding years.

This increase, of course, goes not only to Montefiore Hospital, but to all the other voluntary hospitals as well. So we find ourselves in the ironic position of having been instrumental in winning for the voluntary hospitals, including the six which are on strike today, the increase in City payments which has enabled them to be so belatedly magnanimous with some wage increases.

## Chet Huntley Urges Union Recognition

I would like to read to you a statement by Chet Huntley, National Broadcasting Company news commentator, which he made in a national telecast on Tuesday, May 26. Mr. Huntley, in one of his rare editorial statements, said:

"The hospital managers insist the strike endangers the care of the sick and there are judges handing down injunctions on this basis. Now it is proper for the business manager of a hospital to be as economical in managing its affairs as any other business manager, but he confuses the issue when he hides behind the skirt of sweet charity. If the real worry is caring for the sick and not for the balance, recognizing the union seems one way of getting everybody back inside the hospital."

Local 1199 offered before the strike, and offers now, to submit its case for union recognition to mediation, arbitration or any other impartial forum. Local 1199 has offered, and continues to offer, to submit to elections in the hospitals where it claims a majority so that even this claim may be substantiated by an impartial board.

It was for these reasons that Local 1199 immediately accepted Mayor Wagner's proposal to establish a Fact Finding Committee and subsequently agreed to postpone its strike, scheduled for April 22, for a 2-week period in order to give the hospital trustees an opportunity to consider the Mayor's proposal.

As you know, the hospital trustees rejected the Mayor's proposal and all other proposals for mediation and arbitration, and the workers were left with no alternative but to go out on strike.

A large majority of the workers in the six voluntary hospitals are Negroes and Puerto Ricans. It is no accident that the members of these two groups, which are at the bottom rung of the economic ladder, are invariably to be found working in sweat shops and exploited most cruelly by their employers.

We do not accuse the hospitals of racial bias in employing these workers at wages of \$30 a week. We recognize that it is a hard fact of life in this country today that the groups most discriminated against are forced to take the jobs which pay least. But is it not an obligation of civic-minded individuals to set a pattern better than that of a sweatshop operator? Cannot these philanthropists, who boast of their contributions to the hospitals, undertake to pay a living wage to their employees and recognize that these employees have a democratic right to organize and bargain collectively on their economic conditions and grievances?

The workers in the voluntary hospitals came to Local 1199 spontaneously and of their own volition, recognizing that by joining together in this union they would have an opportunity to present their own case for substantial improvements in wages, hours and working conditions. The hospital workers were aware that Local 1199, while not a large union, has a strongly developed sense of community responsibility. With more than 2,500 pharmacists in its ranks, Local 1199 is acutely conscious of the responsibilities of professionals concerned with the health and welfare of the community.

Local 1199 conducts a children's camp program, a Teen-Age activities program, a scholarship program, classes in advanced pharmacology and in Spanish for pharmacists, and many other functions which reach out into the life of the community. It participates fully in community activities conducted by the AFL-CIO and its City and State bodies. One such activity which played a part in organization of hospital employees is the campaign that has been conducted for the past year and a half by the AFL-CIO Committee Against Exploitation of Puerto Rican Workers.

This committee, which came into being as a result of discrimination and employer collusion with racketeers parading under the guise of labor unions, has been vitally concerned with the fate of the hospital workers, since among the 35,000 employees of New York's voluntary hospitals are the largest blocs of Negro and Puerto Rican workers in the City.

## AFL-CIO Fully Backs Strikers

Local 1199 has had the cooperation and support of this committee from the beginning of its campaign to organize hospital employees. At the present moment the labor movement of New York City is participating to an extent never before equalled in its history in supporting the strike at the six voluntary hospitals.

Let me restate the position of Local 1199 and, indeed, of the entire labor movement of New York City, with regard to the question of strikes in hospitals. We agree that strikes must be avoided, but we declare that in order to avoid strikes there must be an acceptable alternate method of adjudicating disputes.

We have demonstrated how the absence of a union in voluntary hospitals, the absence of genuine representation for workers, has led precisely and inevitably to the present chaotic situation. We are glad that the hospitals have recognized the economic injustice that has been done to their employees and that they have taken steps to correct some of the worst abuses by offering to raise wages, establish a \$1 an hour minimum and the like.

Nevertheless, even if the hospitals make good their offer and temporarily ameliorate the worst aspects of exploitation of their employees, it is inevitable that a similar situation will again arise—unless genuine collective bargaining is established in the hospitals. Paternalism is no substitute for true representation of the workers through collective bargaining agents of their own choosing. Even the best intentions of hospital administrators making unilateral decisions cannot successfully grapple with the problems confronting hospital workers.

We hope and trust that this panel will make recommendations which will eliminate the need for a strike over to take place again in New York City voluntary hospitals, and use its good offices to secure acceptance of those recommendations by the hospitals.



## Pay Increases Won by 250 In '447' Shops

NEW YORK—Pay increases for some 250 members of Local 147 were won in four recent contract renewals and an arbitration award, it was reported by Business Mgr. Ted Bowman.

In a new two-year pact at the Acme Chain Corp., the 100 employees won a 10 cents per hour wage boost—five cents retroactive to last March 1, and the balance on the anniversary date. Life insurance was added to the group insurance plan in effect at the costume jewelry plant. The negotiating committee, led by Business Rep. Fred Lifavi, included Zenobia Miller and Manuela Rivera.

At the Collectron Corp., novelty makers employing 55 workers, a minimum pay scale of \$1.25 per hour for new employees becomes effective next year under terms of the new two-year agreement. A raise of 15 cents per hour was also won here—7½ cents retroactive to last March 5 and a further 7½ cents next year.

Serving on the Collectron negotiating committee, led by Local 147 Business Rep. Caesar A. Massa, were Sec.-Treas. Joseph Gravina, Ramon Diaz, Grace Johnson, Catherine Balbo and Rodolfo Abraham.

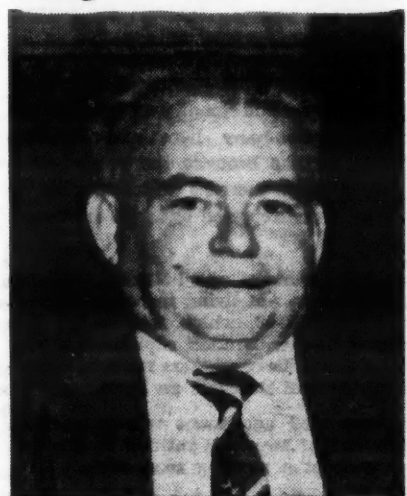
### 10c Raise at Yelenik

The 35 employees of the Yelenik Co., manufacturers of watch crowns and spring bars, received a 10-cents per hour boost, half retroactive to last Feb. 5 and the balance due Nov. 12, 1959. An eighth paid holiday, Good Friday, was added. Aiding Massa and Gravina in negotiations were Angelo Suarez and Willie Sturdivant.

Pay boosts of 10 cents an hour were gained for the 30 employees of Magic Novelty, producers of jewelry findings, in a new two-year pact negotiated by Local 147. Lifavi was aided in the talks by Arthur Donovan, Julia Barker and Georgia Wyatt.

An arbitration award at the Framar Co., makers of ball point pens, granted a five cents an hour raise for all workers employed there as of Jan. 1, 1959, and effective on that date.

## James Vlahakis Dies; Long a '923' Leader



James Vlahakis, administrator of Local 923's Welfare Fund and long an active leader in the union, died on May 20 after several months of illness. Jimmy, as he was known to hundreds of '923' members, came to the United States from Greece as a young man, and went to work in the culinary industry. He was active in Local 923 almost from its inception, was elected to the executive board in 1946, and became a business agent in 1951.

Vlahakis played an active role in the rehabilitation of the local in 1954 and '55 which was led by RWDSU Pres. Max Greenberg and Martin C. Kyne, now president of '923'. In May, 1955, Vlahakis was elected secretary-treasurer of the local, a post he held until last January, when he became the Welfare Fund administrator.

## New York & Northeast

# '108' Members Prepare Demands For Talks With 8 Shoe Chains

NEWARK, N.J.—Demands in negotiations for contract renewals with eight womens' shoe store chains in New Jersey are being drawn up by Local 108, it was reported by Pres. Irving Rosenberg. An industry-wide pattern will be followed in the contracts, which expire July 31. Some 600 employees are involved in the following retail shoe chains: Miles, National, A. S. Beck, Simco, Felaway, Mary Jane, Wise and Kitty Kelly. The stores are located in principal cities throughout New Jersey.



LOCAL 50 JOINS NAACP as Pres. Frank Seida presents \$500 check to Gerald P. Johnson for life membership in the association. In photo are members of the Local 50 Executive Board, standing l. to r.: Michael Simonelli, Michael Anzalone, Harry Willis, Charles Kempf, Pasquale Bruno; sitting, Tony Maas, Frank Laciscano, Beatrice Litt, James Malloy, Elizabeth Rigney, Gertrude Montapert, Anna Chalmers, Al Matrangolo, Bus. Agent Neal Longarzo, Marie Repalone, Fred Alvino, Bessie Adams, Margaret Irving, Josephine Uribe, and Bus. Agent Tony Seida.

A twenty-member committee representing the workers of the eight shoe chains was elected at a membership meeting at the end of May, and instructed to arrange for contract negotiations at the earliest date.

Discussion at the meeting indicated that there would be over 30 items on the list of union demands. The major items, according to Rosenberg, will be the following:

Increases in wages and commissions for all employees, in view of the rise in the cost of living due largely to the lifting of rent controls in New Jersey; increase in the employers' contributions to the retirement fund to permit a boost in benefits; triple time for work on holidays; time and a half for work after 40 hours; establishment of a severance pay program; a third consecutive week of vacation, and full pay for jury duty.

### Vote Hospital Strike Aid

Local 108 voted at the meeting to contribute \$100 a week for the duration of the strike by Local 1199 in New York hospitals. This step was taken after the members heard from RWDSU Pres. Max Greenberg about the great need of the striking hospital workers and the fight being waged on their behalf by '1199'.

The union also voted to make a \$1,000 contribution to the RWDSU-Histadrut campaign to raise funds for the construction of a cultural center for the Israel labor federation in Ramat Gan. The drive is being continued in Local 108 for individual member contributions.

## Shoe Locals Speed Drive To Organize Edison Chain

NEW YORK CITY—Two shoe employees' locals in the RWDSU have stepped up their campaign to organize units of the giant Edison Bros. Shoe Co. in the Metropolitan area of New York City.

Locals 1268 and 287 are concentrating their coordinated drives on Chandler's, Baker's and Burt's stores located on Fifth Avenue, 34th Street, Jamaica (Queens), and Valley Stream and the Roosevelt, Hicksville and Manhasset shopping centers on Long Island. All are units of the Edison shoe chain network which ranges from coast to coast.

The organizing targets include a dozen stores employing some 100 persons, it was reported by Local 287 Business Mgr. Samuel S. Lowenthal and Local 1268 Mgr. Joseph Binenbaum. Aiding them in directing the campaigns are '1268' Business Agents Samuel Ringle and Irving Tuckerman, and '287' Ass't Business Mgr. Jack M. Maltz.

These unions already represent thousands of employees of the major shoe chains in the Greater New York Area, including A. S. Beck, National, Miles, Simco, Kitty Kelly, Wise, I. Miller, London, Regal, Thom McAn, Florsheim, and many others.

In the last three years, these two RWDSU shoe unions have won wage increases totalling \$1,500,000 for members employed in the unionized chains. It is pointed out in organizing leaflets distributed to the unorganized workers. Other benefits of membership listed in the leaflets are shorter hours, guaranteed employment, sick leave, vacations, holidays, medical care and pensions.

"The most important thing to a working man and his family, aside from higher wages and better working conditions," the leaflet says, "is the knowledge that the position of the breadwinner is secured against layoffs, unjustifiable discrimination and sudden unwarranted dismissals. We believe that a working

man has a right to know that his job is of a permanent nature, that his salary cannot be reduced, that he cannot be fired to make room for a relative or other persons in favor of the company.

"It is common knowledge among all working people who have had the experience of organizing themselves into unions that simultaneous with organizational campaigns, the employer manifests a benevolent personal interest in his employees and there are no limits to the extremes to which the employer is willing to go in order to avoid a union among his employees.

"There is a very simple reason for this. No matter what he offers you now, he will not accompany it with a contract making that offer permanent. Whereas, if he signs a union agreement, those benefits that you have already received as a result of our organizational drive among you cannot be taken back."

Meetings are being held by Locals 1268 and 287 to plan participation by members in the intensified organizing campaign.

## Labor Mourns Death of Carl Holderman

TRENTON, N. J.—Organized labor mourned the death on May 20 of Carl Holderman, State Commissioner of Labor and Industry of New Jersey, at the age of 65. Before assuming that post in 1954, Holderman had been president of the New Jersey Council of the CIO, a position he had held since 1945. He was a close friend and associate of many RWDSU leaders and members in New Jersey.

Holderman was identified with trade unionism in the state since 1919. He had been associated with the Hosiery Workers and the Textile Workers and was an organizer for the CIO Political Action Committee in New Jersey and president of Labor's Non Partisan League in that state.

"All of us who knew Carl feel a great sense of loss at his death," said RWDSU Pres. Max Greenberg. "Our members, especially those in New Jersey, are aware of Carl's great contributions to the labor movement and to Americans in all walks of life. He dedicated his life to advancing the standards and living conditions of working people, and he played a major role—both as a labor leader and a public official—in transforming New Jersey from a conservative state into one that really represents the interests of all of its citizens. He will be sorely missed."

## Job Classifications and Bananas

NEW YORK, (PAI)—Workers who object to their job classifications might appreciate the story making the rounds here. It concerns the new lion in the zoo who was fed a few bananas while the old lion in the adjoining cage was fed big chunks of red meat. The new lion finally asked the older lion: "How come I get only bananas while you get steak?"

"This zoo," explained the old lion, "works on a low budget and they've got you registered as a monkey."



## The Midwest

# Union Eliminates 'Annoying' Parking Fee at Borden's

COLUMBUS, O.—The 75 employees of the Borden Ice Cream plant here will no longer have to pay a \$1 monthly charge for parking their cars on the company lot, according to a special provision of a new agreement in which they also won wage boosts and other improvements.

"Our people are especially pleased about eliminating the parking fees," Int'l Rep. Gene Ingles reported. "It isn't the money so much—the saving represents about two-thirds of a cent an hour increase in earnings—but they considered the charge an inequity, because the parking lot is on company property."

Almost every one of the 64 production workers and the 11 driver-salesmen of the two-year-old ice cream plant have to use autos to get to work, since there is no bus transportation to the outlying section of the city where the plant is located. Heretofore they have had to pay for parking. This annoying charge was taken up in negotiation and eliminated.

The plant workers received a ten-cent wage raise in the 23-month pact—six cents this year and four the next. A cost-of-living clause provides that for every half point the index exceeds 128.7 after March, 1960, one cent is to be added to wages. The index stood at 123.7 at the time of the contract signing.

Driver-salesmen on vending routes are to receive an increase of 60 cents a day plus one cent per dozen in commission, adding up to \$30 a month. Salesmen on major routes get a \$1 per day increase, and those on minor routes, \$1.25 a day, with 50 cents additional next May.

Among other improvements written into the pact, employees are to get pay for jury duty.

Members of the negotiating committee at the Borden plant were: Chairman Earl Price, Rodney Emrick, Jack Moore, Betty Cobb, Paul Brown, Norman Bailey, Jack Johnson and Warren Smith. They were assisted by Ingles.

# Black's in Ia. Pressed For Raises in Contract

WATERLOO, Ia.—A meeting of Local 860 members on June 4 mapped new steps to convince their employer, Black's Department Store, that they will not accept a new contract without substantial wage increases. Negotiations for the 230 employees on their first contract expiration began in mid-May following an unsuccessful attempt by the store to decertify the RWDSU. Management's only offer to date was to renew the old contract, Regional Dir. Al Evanoff reported.

The union had submitted the following proposals, in addition to wage boosts, to Black's, which is a unit of Allied Stores, one of the nation's largest department store networks:

A basic minimum wage of \$1.25 an hour; employer-paid hospitalization and surgical benefits; a pension plan for all employees; five days' paid sick leave; and contract language changes regarding

holidays and working conditions.

Since the employees feel that the company is responsible for the delay in negotiations, they also seek retroactivity of all conditions to the April 1 expiration date of the old contract.

The management said "No" to each proposal.

"But we're trying to convince the company that it is good business to settle peacefully," Evanoff said.

Chose RWDSU in 1958

Black's employees originally voted for the RWDSU in February, 1958, following a year's intensive organizing campaign, and a first agreement was reached only after months of bitter refusal of management to grant any wage raise whatever.

Continuing its stubborn resistance to the union, the store, in anticipation of the contract's expiration in April, petitioned the NLRB for another election. This attempt at decertification was resoundingly defeated when the workers showed again—this time by an almost two-to-one vote—that they wanted the RWDSU to represent them.

The employees' current negotiating committee, led by Evanoff and Local 860 Pres. Lillian Boller, includes Virginia Barber, Margaret Edsall, Ollie Hooseman, Hazel Paulus, Florence Snapp, Margaret Speltz and Helen Tonne.

# DiChiazza Heads '280' in Wheeling

WHEELING, W. Va.—Results of the annual election of officers of Local 280, held last month, have been announced by Rec. Sec. Earl M. Frazier. The local represents employees of John Dieckmann & Sons and Valley Camp Stores Nos. 3, 7 and 10 in the northern Panhandle of West Virginia.

Elected were the following: Pres. Paul DiChiazza, Fin. Sec. Alfred G. Tuskey, Rec. Sec. Frazier, 1st Vice Pres. Jack Eliger, and Vice Presidents Eleanor Tarr, Doris Smith and Catherine Thomas.

Named to the shop committee at Dieckmann were Lloyd Ferrell, Joe Fleming and Miss Tarr; at Valley Store No. 7, Miss Thomas; at No. 10, Katherine Benko, and at No. 3, Georgia Combs.



BRAZILIAN UNIONISTS VISIT RWDSU in Chicago and learn about union's Joint Board from Pres. Henry Anderson, standing, l. Other staff member is Org. Marty Heckman, center, in shirtsleeves. Brazilians were most interested in problems of organizing retail workers.

# 22-Cent Wage Boosts Won At Carnation Milk in Mich.

SHERIDAN, Mich.—Wage increases of 22 cents an hour, plus improvements in seniority and welfare provisions, were gained in a new contract negotiated by Local 484 with the Carnation Milk Co., it was reported by Int'l Rep. Tom Kirkwood.

The two-year pact calls for 12 cents of the raise to be paid this year and 10 cents next year. Benefits of the hospital, medical and surgical plan were also substantially increased.

Under terms of the new agreement, seasonal employees will acquire seniority in 60 days instead of the 120 formerly in effect. Other employees hired outside the "flush" season will acquire seniority at the end of 30 days.

Vacations of three weeks will be given to employees with 10 years of service, a reduction of two years in the requirement.

Negotiating committee members were Merton Shurlow, Donald Train, Max Bliss, Donald Allen and David Byers.

# Ohio Corporations Fight Bills To Protect Jobless

COLUMBUS, Ohio. (PAI)—Big Business lobbyists in Ohio are pulling out all the stops in an effort to block passage of urgently needed improvements in laws covering the unemployed and injured worker.

General Motors, the Ford Motor Co. and the Ohio Manufacturers Ass'n. are taking turns in the State Legislature in attacks on a labor-backed bill to increase unemployment compensation.

The Big Business lobbyists also are training their heavy guns on labor's workmen's compensation bill which is still before a subcommittee of the House Industry and Labor committee.

With these two bills close to such important voting action in the House, the Ohio AFL-CIO is appealing to union members throughout the state to shower their State Representatives with letters and post cards urging them to support labor's position on the bills.

# 7 Cent Increase At Kellogg's in Ill.

LOCKPORT, Ill.—Renewal of a contract for an additional year between the Kellogg Company here and RWDSU Local 11 has brought the employees a general wage increase of seven cents an hour, it was reported by Regional Dir. Al Evanoff.

Seven cents of the previous rate represented cost-of-living increases accrued during 1957-58, which was folded into the basic rate, Evanoff explained. A year ago, the Kellogg workers received a general raise of six cents an hour.

The 1959 agreement was reached at the end of May and ratified by the employees at a meeting soon after.

Negotiations were led by Evanoff, assisted by a committee including Robert Brown, Art Pilz and Mary Rigoni.

# St. Louis Globe Strike Ends

ST. LOUIS, Mo. (PAI)—The St. Louis Guild and the St. Louis Globe-Democrat have reached an agreement after a 13-week strike and it is expected that the newspaper will resume publication shortly.

Under the agreement a pension plan has been set up identical to that now in existence at the St. Louis Post-Dispatch. Job security—the second issue causing the strike—has been established through various safeguards satisfactory to the unit.



ON THE RUBBER STRIKE FRONT: Off-duty pickets get pep talk from Ike Gold, local Rubber Workers president, at tent headquarters outside Firestone plant in Akron, Ohio. Other big rubber companies have signed union contracts but Goodrich and Firestone are still holding out.



## First Contract Won in Atlanta At Retail Chain

ATLANTA, Ga. — Through their first RWDSU contract, negotiated at the end of last month, the 34 employees of seven retail stores and the retread shop of the Firestone Tire and Rubber Co. received raises ranging from five to 35 cents an hour.

The employees voted for the union in a representation election on March 24 and negotiations for the initial pact began in mid-April. "We arrived at what I think is a good settlement," said Int'l Rep. Guy Dickinson. "And the membership is very happy with it."

For employees in the retail stores, wage boosts of from five to 20 cents an hour were won; and for those in the retread shop, 10 to 35 cents.

Company payments for the health insurance program was also gained in the new agreement. This program provides hospitalization for employees and their dependents, surgical and medical benefits, and a maximum of 26 weeks of sick pay; plus life insurance. Formerly, the employees had been paying for this coverage themselves.

### Shorter Work Week

Time-and-a-half for all work performed after eight hours in one day, and a five-day week were obtained for the retail store workers. The retread shop was already on a five-day work week. Standard RWDSU grievance and arbitration clauses were also written into the contract.

In addition, the pact provides for dues checkoff, six paid holidays, and four weeks vacation after 25 years service, three weeks after 11 years, two weeks after one year and one week after six months.

Serving on the negotiating committee, led by Dickinson, were J. B. Wiley, Jack Gordy and Ernest Greer, representing the retail stores; and Paul Ferguson, N.J. Barswell and George Bruce of the retread shop.

## 5c in Charleston At Cafeteria

CHARLESTON, S.C.—A new contract has been negotiated by Local 15-A with the Slater Food Management Co. which operates the cafeteria at the American Tobacco Co. plant here. Five cents an hour was won in the pact, it was reported by Int'l Rep. Larry Larsen.

The contract also provides coverage for Blue Cross benefits, and a \$1,000 life insurance policy paid for by the company. Other benefits in the agreement are \$15 weekly sick benefits, paid vacations and holidays.

Members of the negotiating committee, led by Larsen, included Local 15-A Pres. Nan Carter and Slater Shop Steward Daisy Betard.

The South

# Bakery Workers in Charleston Draw Demands After Vote Win

CHARLESTON, S.C.—A committee of workers at the Claussen Baking Co., where the RWDSU scored a significant comeback election victory last month, is drawing up demands for their first contract.

"These workers have labored under the most miserable conditions in the baking industry," said Int'l



Employees' committee at Claussen meets to draw up demands for first contract in city's baking industry. In center is Int'l Rep. Larry Larsen. Two of his key assistants in campaign were, to left of Larsen, William Roberts, and to right, Charles Bryant.

Rep. Larry Larsen. "Their average pay has been about \$1.15 an hour with no time off for supper, and no relief period."

## Sealtest Agrees to Bargain On New Pact in Florence, S. C.

FLORENCE, S.C.—A package offer on wages and other items in the contract was expected from Sealtest Dairy by Local 1005 following several exploratory meetings, Int'l Rep. Larry Larsen reported.

"We finally convinced the company to sit down and start negotiating a new contract," Larsen said. "But first we had to file unfair labor practice charges against them for refusal to bargain."

Larsen added that the company had been trying to bust the union in Sealtest for the past year, and that it took tightening of organization in the shop to get management to begin negotiations.

The union is demanding a 15-cent general increase for all production workers and 1% commission for drivers; plus additional paid holidays, improved vacation schedules, overtime pay after eight hours per day, and checkoff for dues and initiation fees.

Members of the contract negotiating committee, led by Larsen, are Local 1005 Pres. W. T. Byrd; Treas. K. Strickland; Vice-Pres. W. Heyward; Rec. Sec. M. F. Corbett and Trustee W. Powell.

### Texas State AFL-CIO Hits Investigating Committee

AUSTIN, Tex. (PAI)—An effort by a State House investigating committee to "smear" organized labor in Texas has brought hot fire from the Texas State AFL-CIO.

In a letter to the committee chairman Pres. Jerry Holleman and Sec.-Treas. Fred Schmidt charged that there were numerous "errors, misrepresentations and misstatements" in the report which cast doubt on its value and did an injustice to organized workers.

The letter said that a whole series of so-called "facts" had been taken bodily from unproved sources by anonymous accusers and then made to apply to the entire Texas labor movement. At the same time, they pointed out that all of the alleged derelictions could have been punished under present state law.

That rate is as much as 40 cents below the scale prevailing in bakeries competing with Claussen's in the city of Charleston.

Larsen pointed out that the company had built a new improved plant costing about one million dollars, but had not built improvements in working conditions. The old plant produced 600 loaves in 20 minutes; in the new setup, 950 loaves can be turned out in the same time with fewer employees, Larsen said.

In addition to substantial wage boosts, the union contract demands at Claussen will be for dues checkoff, seniority protection, paid holidays and vacations and company-paid insurance. Special objectives are a paid lunch period, and 10 minutes relief every two hours.

### Seek Grievance Procedure

Also sought will be 8% premium pay for night shift workers, grievance procedure, and provision for arbitration, a guarantee of 40 hours work per week, overtime pay after eight hours a day and 40 hours a week.

The RWDSU election victory at Claussen's on May 13 climaxed a successful reorganizing campaign at the plant where a union campaign had been thwarted by the company's unfair labor practices in 1955.

## A & P 'Don't Buy' Drive Picks Up Steam in Tennessee

KNOXVILLE, Tenn.—Organized labor's "Don't Buy" campaign against the giant A&P chain in eastern Tennessee continues to make deep dents in the business of its supermarkets in the area.

The drive was undertaken by the AFL-CIO Central Labor Council of the Knoxville Area to secure reinstatement of workers fired by the company before and after a representation election in nine stores in April, 1958. The National Labor Relations Board has found the chain guilty of restraint and coercion of employees, and, setting aside the results of that election, has recommended that a new vote be held to "permit a free choice of bargaining representative."

"There is a growing realization among the A&P employees that the company isn't fighting the RWDSU as such," said Int'l Rep. Ed Rosenhahn, "but only to prevent its employees from gaining the benefits of security and decent wages. They now see that A&P is waging the fight solely against its employees."

The last time A&P grocery clerks got a raise was October, 1957, and that was only for the purpose of

buying them away from the union, Rosenhahn said. Organized clerks in many places in the country have been getting raises ranging from \$4 to \$9 this year, plus many other benefits.

"With another election coming up in the stores," he added, "this is something that the A&P clerks down here should know about."

### Bumper Stickers Effective

Combating the chain's wave of anti-union firings, demotions and discrimination against RWDSU members, labor's "Don't Buy" campaign is scoring solid results. Newest weapon in the drive is an auto-bumper sticker reading, "DON'T BUY AT A&P, UNFAIR TO RWDSU, AFL-CIO, KNOXVILLE-MARYVILLE-OAK RIDGE." Some 3,000 cars in the area are displaying the bright red stickers and enlisting support from thousands of motorists and pedestrians.

In mid-May, the Oak Ridge Central Labor Union ran a quarter-page advertisement in the Oak Ridger appealing to local residents to withhold their patronage from the A&P supermarkets.

Leaflets carrying similar messages have been distributed at the gates of scores of industrial plants in the area and in front of A&P stores.

Consumer response to this concerted campaign has been strong, and the gross sales at the stores are down sharply, Rosenhahn said.

"The company must be getting frantic, because it has increased its radio and newspaper advertising, and started to keep stores open until 9 p.m.," Rosenhahn reported. "But it hasn't done any good."

Moreover, all part-time employees were assigned to work the late hours without extra pay, which has aroused greater resentment among them, he added.

Sundays are also being planned as open days, and clerks are already beginning to beef, for there will be no premium pay. They don't want to work on Sundays in the first place, regardless of pay, Rosenhahn said.

Another A&P effort to recoup lost business was a four-page ad mailed to residents in the area. This matter was turned out by non-union printers. "And that," Rosenhahn pointed out, "has made our union printers mad."



# Auto Parts Workers Sign Up in Vancouver

VANCOUVER, B.C.—Application for certification of the union as bargaining representative of the warehouse and machine shop employees of Motor Car Parts and Equipment House Ltd., has been filed by Local 535 with the Labor Department, it was reported by Int'l Rep. Bud Hodgins.

A separate application was also filed

## Re-Open Polymer Talks With New Mediator

SARNIA (CPA)—Talks between the Crown-owned Polymer Corp. and striking Local 16-14 of the Oil, Chemical and Atomic Workers re-opened here under new federal mediator Eric G. Taylor.

Preliminary sessions, he said, showed no sign of a possible early end to the walkout, which began March 19.

Issues at stake include a union demand for a ten percent wage increase—on which it is willing to compromise—as well as non-monetary issues highlighted by resistance to a company demand for the weakening of union security.

Contracting-out of work, and seniority and skilled trades' rights are also under dispute.

The Canadian Labor Congress in a statement of support for the strikers recently charged that public money is being used to prolong the strike unnecessarily.

on behalf of the company's nine office employees, who followed the lead of the plant workers in organizing into the union, Hodgins said.

The union's recent successful drive that signed up the employees of the firm followed by a year an earlier campaign defeated by the management.

Because of the company's past performances, Hodgins pointed out, it was necessary to carry out intensive home-to-home visiting in order to make the recent drive successful.

The Number One objective in negotiations will be the elimination of the present wage spread which leaves the Motor Car Parts employees approximately \$75 a month below union scales, Hodgins said.

## Dominion Stores' Reporter

TORONTO, Ont.—Stan Jones has been appointed reporter for the Dominion Stores Warehouse unit of Local 414.

The new post was created as "another step in the progress of the unit," said the local's officers. His functions will be to supply information on the activities and programs of Local 414 both to the membership and to the RWDSU newspaper, The Record.

# Support Grows for Loggers In Newfoundland Strike

OTTAWA (CPA)—The Canadian Labor Congress' strike and welfare fund for Newfoundland loggers has reached almost half of its \$1 million objective, the CLC reported here. At last check there was \$416 thousand in the fund, Executive Vice-Pres. William Dodge said.

The fund will aid members of the International Woodworkers of America in their fight against the Anglo-Newfoundland Development Co., and the Newfoundland government headed by premier Joseph Smallwood.

Most of the proceeds are being used to help some 800 needy families, and some has been earmarked to help fight the union-busting legislation passed some time ago by the Liberal-dominated House of Assembly.

The Newfoundland government is still discriminating against IWA members by refusing welfare payments to loggers who have refused to repudiate the IWA.

Meanwhile, the British Columbia Federation of Labor announced that a full-time staff man will be appointed on a temporary basis to give full attention to building support for the strikers.

The motor ship Bestwood, which found that New Orleans dock workers refused to unload Newfoundland wood cargo, ran into further trouble when it was moved into the harbor following a fire, and tugmen refused to move her back to the dock.

IWA meetings in Newfoundland, according to the CLC, are attracting record crowds as political opposition to premier Smallwood grows in the woods areas.

"It is now obvious that the loggers' strike has rallied the first real opposition Smallwood has known," a Congress official stated here, in recounting growing

reports of woods area voters determined to oust the premier's entrenched Liberal regime at the next election.

## Support Grows Across Canada

The continuing support for the loggers' cause is spread over Canada. Latest reports from the Lakehead describe detailed arrangements for financial help being undertaken by the Fort Arthur and Fort William Labor Council.

The Council is circulating subscription lists in the locals, placing collection boxes in barber shops, and planning raffles, stags, socials, and perhaps a tag day.

Ladies auxiliaries are also being asked to help, and telephone campaigns are being organized. Shop stewards, too, are being enlisted.

Support for the loggers, however, is not limited to Canada. CLC President Jodoin received a letter of strong support from the Trades Union International of Agricultural and Forestry Workers in Italy.

Agricultural and forestry workers "all over the world" are following the "life and death struggle" with "concern and admiration," the letter stated.

# Educational Program Pays Off for '440'

Informed Members, High Meeting Attendance Result in Ontario Local

TORONTO, Ont.—One of the biggest gains of the educational program of the RWDSU's Dairy Workers Local 440 is reflected in a way that is most gratifying to its director, Gordon D. Reekie—a marked increase in attendance at union meetings.

This record can be traced directly to one of the many classes Reekie has conducted for the 50 units of Local 440 across the Province of Ontario, which are banded together in 14 divisions. The class is on "How to Conduct a Union Meeting."

Other classes are on such vital matters as Workmen's Compensation, Unemployment Insurance, Labor Legislation, and Duties of A Steward.

"During the three years our educational program has been in effect," Reekie said, "there has been greater attendance at meetings due to the proper preparation of the agenda; the maintenance of order by the chair, and the swift manner in which a properly conducted meeting can function."

He cited as "a good example" the Niagara Division, which is composed of Borden's Dairy in Niagara Falls, Silverwoods Dairy, Mason's Dairy and Sunshine Dairy, all in St. Catharines, and two newly organized units, Rainbow Dairies in Niagara Falls and Thorold. Here the attendance averages 80% for

all units—and at a number of meetings, there has actually been 100%.

"Division Chairman Alf Olling has followed the lessons in our classes—that a properly conducted meeting should be short and sweet, with all business handled in accordance with the rules of order as layed out in the Stewards Manual," said Reekie.

Reekie started his job in March 1956 with a long survey to determine exactly what type of educational program was needed by the Local 440 membership. For a year and a half he visited the members in their individual shops and plants and attended scores of meetings of the groups, assisting in preparing contracts and in conducting elections.

In 1957, a Stewards Manual was prepared with the assistance of the United Steelworkers Education Department and distributed to Local 440 stewards. Then Reekie established Steward Councils in each of the 14 divisions: Niagara, Windsor, London, Belmont, Woodstock, Kitchener, Guelph, Port Colborne, Toronto,

Oshawa, Lindsay, Peterborough, Ottawa and Kingston.

"The function of these councils was to unify the thinking and practice of all stewards," Reekie observed. "And at council meetings held quite regularly, stewards would discuss many problems pertaining to their duties and to the labor movement in general. For example, we would discuss a grievance in one of the units, and show how it was resolved in that unit. In this way a precedent was established for all the other units to follow."

"If the grievance was lost, we would review the evidence and find out what went wrong in preparing the case, or even consider if the grievance should have been handled at all. In this manner, the number of grievances lost was cut considerably."

## Must Have Stewards' Support

Reekie contends that no educational program is of any value if it does not have the full support of the stewards in all units.

"It is the steward who has the constant contact with the individual member," he said. "If he keeps abreast of the information and knowledge available to him, and passes it on to his membership, he comes to realize that his job is made easier because of the support he receives from the people he represents."

"The rank and file, by understanding the duties of the union and its stewards, will be more apt to take an interest in a union meeting and in the union itself."

About conducting meetings, Reekie is especially concerned.

"Union business should be brief and to the point with no sidetracking of the issues at hand," he emphasizes. "The meeting should be made interesting to the membership as a whole. Although, as is well known, you cannot please everybody, the majority must rule, and the wishes of the membership at all times must be considered paramount."

# RWDSU Members In B. C. Back Loggers' Strike

VANCOUVER, B.C.—The entire membership of the RWDSU in British Columbia has pledged its moral and financial support to the embattled International Woodworkers of America in its strike against the Anglo-Newfoundland Development Co.

In addition to local union contributions, the members, through union district offices, have organized regular shop collections each month to aid the strikers. Over \$2,500 has been collected toward the million-dollar strike fund goal of the Canadian Labor Congress.

"RWDSU members consider the assistance they are rendering the IWA a token of appreciation for the support the IWA has given our organization when we were faced with similar problems," said Int'l Rep. Bud Hodgins.

Many RWDSU members are also writing to their representatives in Parliament asking the Federal government to intervene and disallow the anti-labor legislation passed in Newfoundland decertifying the IWA.

"The British Columbia District office of the RWDSU urges members to intensify the campaign to make sure that trade unionism exists and continues to exist in the tenth province of Canada," said Hodgins.

## IUD Gives \$25,000 More

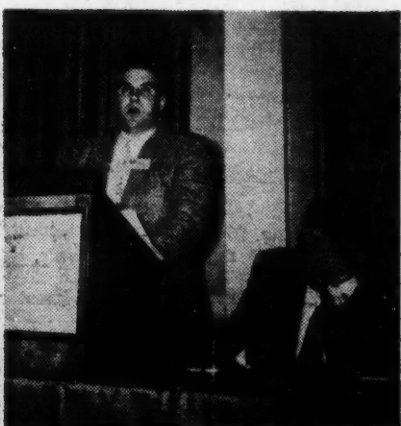
WASHINGTON, (CPA)—The Industrial Union Department of the AFL-CIO gave another \$25,000 to aid striking Newfoundland loggers, IUD Pres. Walter P. Reuther announced here. Total given the International Woodworkers of America by the IUD is now \$75,000, he announced.

The IUD executive committee authorized the new aid at its May 20 meeting, Reuther said, and further amounts will be given if required.

Striking woodworkers "merit the support of every union member in the United States and Canada," he said, citing the "virtually medieval conditions."



TEACHER AND STUDENT: Local 440 Education Director Gordon D. Reekie, right, reports fine results from his program, among them more successful membership meetings due to chairing by "pupils" like Niagara Division Chairman Alf Olling, left.





Atta Boy! Tie HIM up



Wrong Weapon, Wrong Target



They Call It "Protecting" Labor



feature Section

## Why AFL-CIO Opposes 'Labor Reform' Bill

### Executive Council Statement Details Labor's Arguments Against Senate Amendments

The AFL-CIO has repeatedly declared its determination to seek legislation which would aid the honest trade union movement in the elimination of corruption from labor-management affairs.

The AFL-CIO has reiterated its belief that the most effective means of achieving this desirable goal is through reporting and disclosure legislation—"the goldfish bowl" concept which places reliance on the fact that few crooks would be bold enough to operate in the public view.

The bill which passed the Senate, is, however, a bill primarily aimed at regulation of internal affairs of trade unions in burdensome and harassing detail.

In the name of democracy, the Senate bill denies to workers the right to determine democratically the way in which they should operate their own unions.

Despite the fact that union constitutions universally spell out the rights of trade union citizenship in documents drafted by the members themselves, adopted by the members themselves, revised from time to time by the members themselves to meet specific situations, the Senate bill seeks to spell out certain rights, make them the basis for civil action and criminal prosecution in Federal courts, and thus issues an invitation to dissident union members to disrupt and destroy unions.

- Violation of the bill's vague and general provisions casts the shadow of penitentiary walls over every officer, representative and employee who handles union funds by making him criminally responsible for the proper disposition of union funds even though he may act in good faith with respect to such funds and may have no motive of personal gain or profit in their disbursement. In addition, the bill may subject him to court litigation at the instance of union members questioning his use of union funds and possibly make him financially responsible for honest mistakes of judgment.

- The bill contains a definition of union "member" and "member in good standing." These terms include not only any person who has fulfilled, but any person who has "tendered the lawful requirements for membership."

The retention of this provision in the bill virtually destroys the right and authority of unions to determine for themselves who are to be admitted as members. Communists, agents-provocateurs, company spies working for employers or employer "middlemen," instigators of "wildcat" strikes and dual unionists are given statutory protection by this provision against efforts by unions to protect themselves from subversive and other elements seeking to weaken or destroy them.

- The bill is an administrative monstrosity. Some parts are to be enforced by the Department of Labor through administrative proceedings. Some parts are to be enforced by the Department of Labor through the institution of suits in the federal courts. Some parts are to be enforced through newly created private rights of action in the federal courts.

These various enforcement devices conflict, overlap and duplicate each other. The same matters may be dealt with through public disclosure, administrative proceedings, suit by the Labor Department, private suit, and public criminal prosecution. From the standpoint of a public official seeking to administer the bill, it is a mess. From the standpoint of unions and union officials covered by it, its cumulative effects could be tyrannous.

- The bill imposes criminal penalties of fantastic severity and reach. A local union president who has a drunkard thrown out of a local union meeting, under the bill, may be subject to imprisonment for two years and a fine of \$10,000.

- Under the guise of "labor reform," the bill would seriously weaken the labor movement and hamper it in many ways from acting as an effective collective bargaining instrumentality in dealing with employers. Virtually ignored in the bill are the many instances of improper conduct by employers and their "middlemen" and of their participation in instances of corrupt behavior on the part of some union officers and employees which the McClellan Committee and other Congressional investigations have brought to light.

The bill contains a provision which amounts to a limited ban on recognition and organizational picketing. The mere "threat" to picket in violation of the section would be an unfair labor practice. An employer can in effect prevent picketing simply by recognizing another union. Certification of the other union is not necessary. Such a provision gives entirely too much power to the employer in the choice of his employees' bargaining representative. It could serve to protect racketeers by encouraging and protecting collusive deals between corrupt employers and racketeers preying upon the union movement.

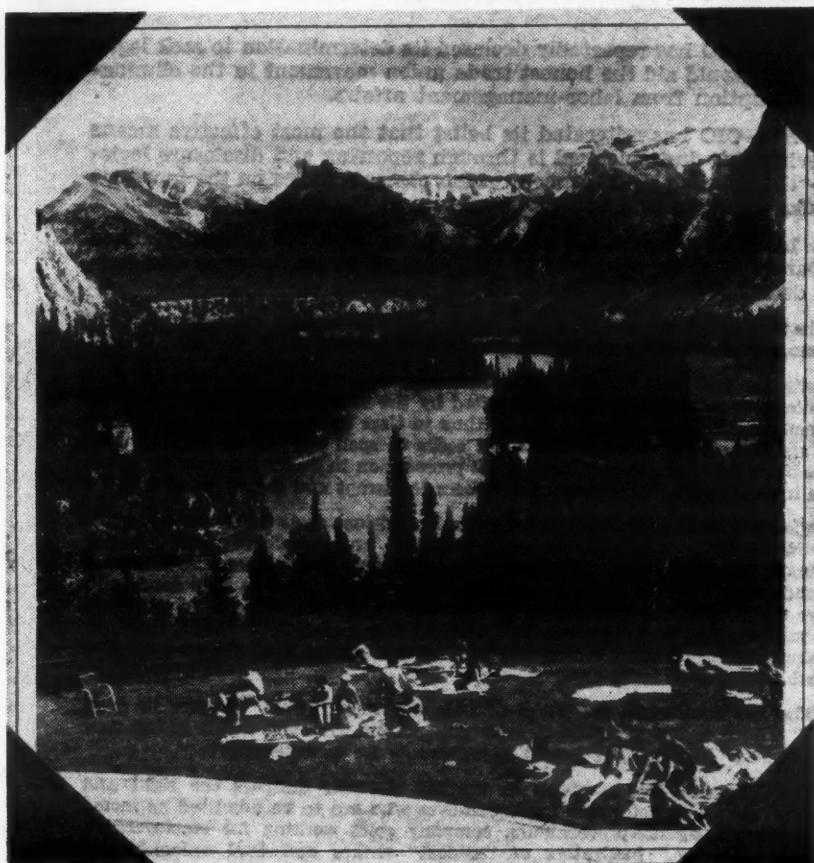
- The right of strikers to vote in representation elections has been weakened.

- The AFL-CIO has repeatedly pointed out that unpaid, volunteer officers of small local unions whose treasuries are equally small, should not be required to file detailed financial reports with the Secretary of Labor unless there was reason to believe that corruption exists. The bill, however, requires that all unions file reports but gives the Secretary of Labor broad power to exempt small local unions.





Montreal visitors ride an open horse-drawn carriage to the top of Mount Royal for a panoramic view of the city. Fishing areas lie to the north.



Banff Park typifies natural beauty of Western Canada.



The Mounties, famed Royal Canadian Mounted Police, and tourists.

## Why Not Vacation In Canada?

Why not go to Canada for a vacation this summer?

Our northern neighbors, including some 16,000 RWDSUsers, will be glad to see you, glad to share the enjoyment of the many attractions and interests their magnificent country offers.

Canada has 29,000 miles of national parks. Sixteen of the parks are historic shrines, 18 provide a sanctuary of natural beauty for native wild animals. Fishing is permitted in their numerous lakes and streams. Provincial governments operate many fishing lodges and provide licensed guides for fishing trips. And if you just want to hike or go boating or camping, guides are available for those pursuits, too.

You can bring along your own equipment, except guns, which require a special permit. Visitors are not permitted to hunt in the parks.

Camera fans will find spectacular subjects for their lenses, not only in the parks, but all over the Dominion, including its picturesque cities and towns. For some idea, take a look at the samples on this page.

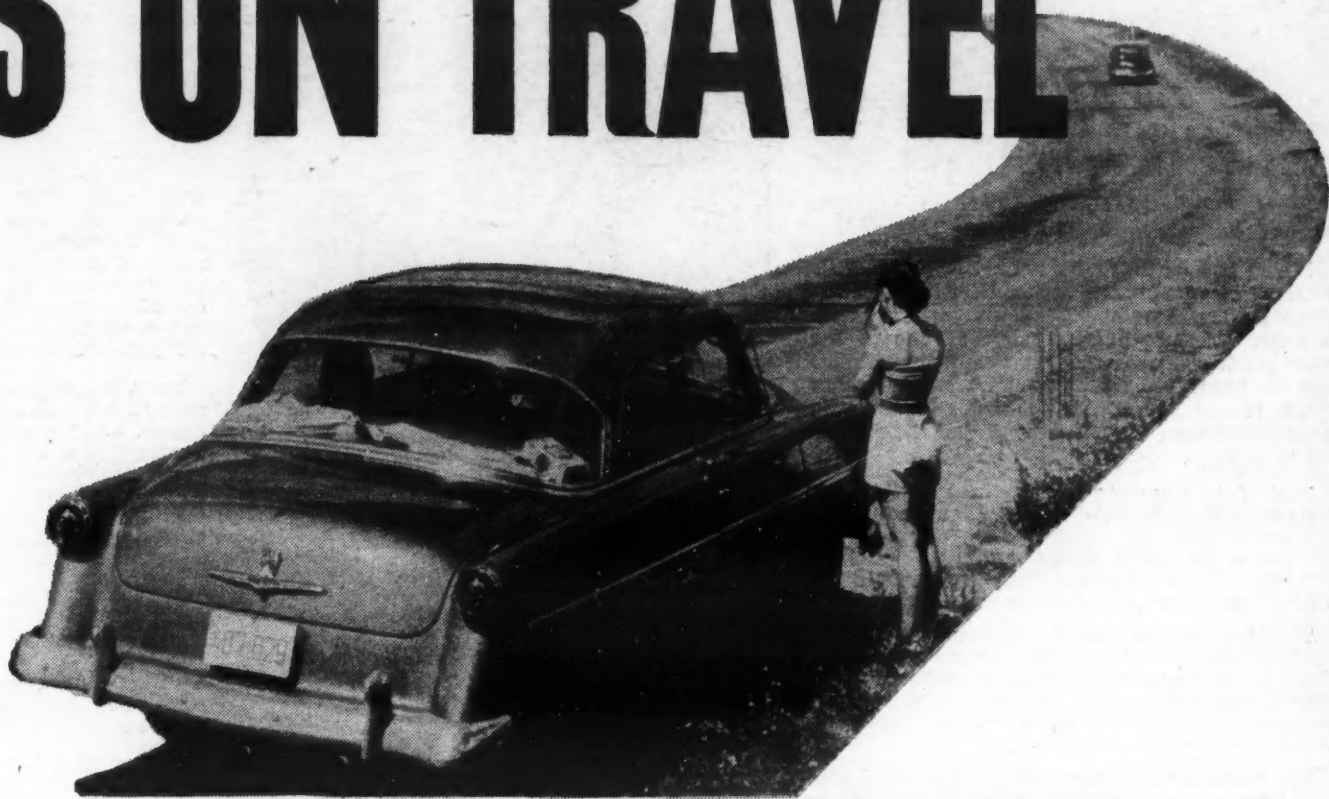
Vacationists from the United States need no passport to cross the border—only some proof of citizenship. The Canadian Government Travel Bureau, in Ottawa, will be glad to send you a little booklet free on request, entitled, "How to Enter Canada." The bureau will also send pamphlets describing Canada's parks and cities, answer any questions and help you plan your trip.



Facilities for camping are plentiful in Canada.



# TIPS ON TRAVEL



## Where to Get Money-Saving Vacation Information

By **SIDNEY MARGOLIUS**  
*Consumer Expert for The Record*

This is going to be a record-breaking travel summer. But the trends are economy ones. People want to go more places but at less cost, the National Association of Travel Organizations reports.

For one thing, many of the new motels and other travel facilities are being built on a luxury basis for businessmen and executives with unlimited expense accounts and tax-avoiding credit cards. One hotel-chain executive recently pointed out that when a businessman takes a \$20-a-day room in one of the new resort motels or hotels, and charges it to his expense account, it costs his company only \$9.20 after tax deductions. The rest of the taxpayers pay the balance of his lodging expense.

Also, increasing state and local taxes are being piled on such travel items as rooms, meals, gas, use of highways (through tolls) and other transportation facilities.

Such high costs are leading working families to carry sleeping equipment with them and buy groceries, instead of meals, and economy cars, instead of deluxe ones. In this year of space rockets, the public itself has returned to six-cylinder sedans.

There are two main economy trends, travel organizations say. The American Automobile Association finds its members are getting more price-conscious and the trend is to camping out. Usually the cost of commercial lodging and meals takes 50 cents of your vacation dollar, and transportation, entertainment and miscellaneous purchases, the rest. The AAA also reports that motor travelers are showing a greater tendency to "shop around" for their overnight lodging.

The other major trend is to packaged tours at less cost than if you buy transportation, lodging, entertainment, etc., separately. Trade unions and consumer co-op organizations nowadays also are arranging more of their own packaged trips, even chartering special planes for European tours at a cost of about half the usual \$500 per person for a trans-Atlantic round trip from the Eastern seaboard. (One such tour sponsored by the RWDSU's Local 1-8, whose members work at R. H. Macy department stores in New York, departed May 29 on a four-week circuit of Europe. Another, this one sponsored by the RWDSU itself, leaves Aug. 23 for a 23-day tour of England, France, Switzerland, Italy and San Marino. See box on Page 2).

Because of the trend to family camping, the National Park Service has increased the number of sites available this summer in national parks. Some of the popular parks near big population centers, like Yosemite, had been getting tight on camp-sites.

Besides camping and packaged tours, another interesting type of vacation are the various summer institutes sponsored by labor unions, credit unions, consumer co-ops and adult-education groups. These "vacations with a purpose," frequently held on college campuses, combine play with learning, and often have facilities for the family at reasonable cost.

Here's a directory of where to get information and other tips on interesting but relatively inexpensive vacations:

**CAMPING:** For information on camping and vacation facilities in national parks and forests, write the National Park Service, U. S. Dept. of Interior, Washington 25, D. C., and Forest Service, U. S. Dept. of Agriculture, Washington 25, D. C. For information on state parks and forests, write state park commissions at the capitals of states you're interested in.

Camping nowadays doesn't always mean tents. The travel organizations report increasing use of vacation trailers.

In tents, a popular family type is the "Station Wagon" or "Campfire" type, with a canopy in front. It's easy to set up and move. Beware costly, gadgety equipment like that car-top tent that attaches to a car. You may find you've bought some inconvenience along with the convenience. For you have to break camp every time you want to use your car, experienced camp outfitters point out.

Travel organizations estimate that a family of four can camp out for two weeks in a state park, or one of the closer national parks, for a cost of under \$100 for car expense, food and miscellaneous needs. This doesn't include equipment. Basic needs, such as tent, ice box, gasoline stove, sleeping robes, air mattresses and axe, will run about \$150 to \$200 (Shop Army surplus dealers for low-cost tents and other camping needs).

**HOSTELING:** Hostels are cabins and farmhouses with simple sleeping and cooking facilities located along trails and country roads. The younger hostellers use them as headquarters for biking, hiking, canoe and horse-back trips. But in recent years, the hostel movement has opened its facilities to families with children. They drive to nearby hostels and take short side trips.

You have to join a hostel council to use the facilities. A family pass is \$7 a year. Individuals over 21 pay \$5. Overnight charge at the hostels is 75 cents to \$1. The hostel supplies kitchen, beds, blankets and utensils. You bring your own mess gear and sleeping sheets.

There are over 90 hostels around the country with more opening all the time. Many are in famous scenic and sports country. You can get the address of the nearest local hostel council from American Youth Hostels, Inc., 14 West 8th Street, New York City.

AYH also can supply its touring and trip handbook for \$1. It includes a selected list of camping places across the country, approximately 200 miles apart, in areas where there are no hostels facilities.

You also can get a free list of recreation pamphlets from the National Recreation Association, 8 West Eighth Street, New York.

**PACKAGE TOURS:** All major rail, bus and airlines sponsor packaged, guided tours. Their ticket agents or local travel agents can supply information. Of special interest are tours arranged by the cooperative American Travel Association, with headquarters at 1800 H St., N. W., Washington, D. C., and 11 West 42nd St., New York.

**INSTITUTES:** There are a number of annual summer labor-education institutes such as that at Rutgers University, New Brunswick, New Jersey, and the White Collar Workshops sponsored by the American Labor Education Service, 1776 Broadway, New York. You can get information on those in your region from your union education director.

Co-ops and credit unions also have summer institutes, such as those at Estes Park, Colorado, and Bard College, Annandale-on-Hudson, New York. You can get information on co-op institutes from Educational Services Department, Cooperative League of the U. S. A., 343 South Dearborn St., Chicago.

Many church organizations and Y's also sponsor summer institutes, and for younger people, summer work camps combining vacation with social service.



By JOSEPH CURRAN  
President, National Maritime Union

If you happened to be near the Queensboro Bridge in New York City a couple of hours before midnight last November 30, you might have seen a freighter back hurriedly out of one of the piers on the Queens side. You could have made out the name, "Houston" on her bow and on her stern, if you looked closely enough, and you would have seen the lone star flag of the Republic of Liberia.

Most of the cargo of sugar which the freighter had brought up from the Caribbean was still in her holds as she backed away. You might not have known it then, but that action was an effort to evade what developed into one of the most powerful concentrations of labor strength on a single issue in trade union history.

The reason for the hurried departure of the "Houston" was her owners' hope that she could find cover from the world-wide demonstration of maritime unions against what are known as "runaway" ships. That demonstration began at midnight Dec. 1 and continued through to midnight of Dec. 4.

The "Houston" did not get her cargo unloaded until that demonstration was ended. She was discovered several miles away the next morning at a pier into which she had slipped during the night. Within minutes pickets appeared at the dock gates.

One carried a sign which proclaimed: "This ship is a Runaway Flag Ship. She Threatens Jobs and Conditions of American Maritime Workers." Another sign: "Runaway Flag Ships Threaten the American Merchant Marine and National Security."

The signs were in the name of "The American Committee of the International Transport Workers Federation."

With the appearance of the pickets, longshoremen stopped work on the ship. Trucks assigned to move her cargo, turned away. All activity on the pier stopped. When the freighter moved again late that afternoon, her officers had to chop through her valuable lines because nobody on shore would cast her off. No tugboat helped her move into the stream.

The "Houston," still loaded, wandered aimlessly about the harbor for most of the next four days, finally dropping anchor off the Statue of Liberty where she waited for the protest demonstration to end.

With considerable variety of detail, the experience of the "Houston" was shared in those four days by some 225 ships flying Liberian, Panamanian, Honduran or Costa Rican flags. They were frozen fast to their piers or anchored helplessly off shore in ports in the United States, England, Ireland, Israel, Malta, Japan, New Zealand and many other lands.

They were held there by united action of seamen, longshoremen, teamsters, tugboatmen, and other waterfront workers.

Ninety percent of all ships flying the so-called "runaway" flags which touched ports in the free world during the period of the demonstration were stopped. Over 160 of the 225 ships affected were tied up in U.S. ports. Other hundreds were hove to outside of harbors or were manipulated so as to be between ports during those four days.

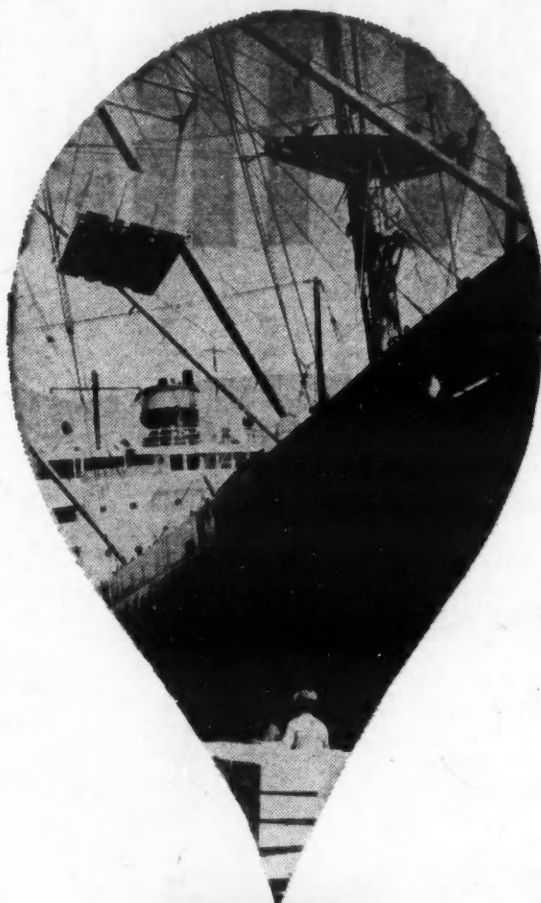
#### Stoppage Directed at Runaways

This massing of labor strength in the name of the International Transport Workers Federation was not directed against the quartet of tiny nations whose flags hung from those ships. It was directed against a massive chiseling operation which has created a grave threat to the jobs and standards of organized seamen everywhere and has faced maritime unions with one of the toughest problems in 20 years.

Unions in many industries have had problems with runaways—those outfits which run out on their responsibilities to their employees and community in one area and run off to operate in some other area where workers are less organized and the burden of employers' responsibilities proportionately lighter.

In shoreside industry, it is shops or plants that run away; in maritime, it is ships. The results are painful and serious in all such cases. But probably in no other industry can employers run away more easily and make bigger profits by doing so—with fewer deterrent considerations to bother them—than in the maritime industry.

As far as American shipowners are concerned, the act of running away is little more than a paper operation. The only physical act required is that of hauling down the American flag at the stern of a vessel and running up the flag of one of the nations which spe-



## SEAMEN FIGHT RUNAWAY SHIPPING

cializes in providing such conveniences for shipowners.

And by this simple action, they have been able to substitute for American labor standards such pay and conditions as have not been seen on an American-flag ship since the depression years. And by this same action, the shipowners achieve total immunity from all direct taxes by the U.S. Government on their shipping operations and total freedom to ignore the safety regulations imposed on American ships by our Coast Guard.

Yet the switch of flag requires no material change in the business of the ships. They may have been serving great American corporations carrying vital cargoes of oil, ore or other material between this country and foreign ports; they can continue under the new flag carrying the same cargoes for the same companies on the same routes. Nothing changes but the profits—and, of course, the crew.

The runaway trend has been going on since World War II, but the most sensational growth has taken place in the last five or six years under government policies which actually foster such action by American shipowners.

Liberia, Panama, Honduras and Costa Rica are the countries which have been most active in the business of registering ships of foreign owners under their flags. They are known to seamen as the "runaway flag" nations. There are others which have sought to enter the field, such as Lebanon, San Marino and Albania, but thus far they have been able to attract relatively little business.

Pages could be filled with accounts of the atrocities which are committed against seamen on these ships. It is no exaggeration to say that the type of abuses which first fired the militancy of American seamen and inspired them to risk their lives against crimps and shipowners' goons in order to build their unions are today standard practice on runaway ships.

The crews of these ships may be of any one of a dozen nationalities. They include Greeks, Italians, Spanish, Cayman Islanders, Pakistanians, Japanese, Norwegian, British and Indians, among others.

The pay that they receive depends on how bad are the economic conditions in their own countries. Runaway operators have bragged in court that in some parts

of the world skilled seamen swim out to their ships to plead for jobs at \$40 to \$65 a month. This point was made, incidentally—and it gives a good idea of the minds of these runaway shipowners—as proof that they are not really abusing seamen. This was actually one of the shipowners' arguments for an injunction to prevent American unions from participating in the ITF protest demonstration.

About 42 percent—some 10 million tons—of the runaway fleet is owned directly or indirectly by American owners. Another major segment is owned by Greeks. For the most part these are known as "stateless Greeks"—so-called because they are of Greek origin but admit that their allegiance is to the nation which will give them the biggest break in taxes. Much of the so-called Greek-owned runaway fleet is operated in service to American corporations.

#### Big Firms Use Foreign Flags

The roster of major American owners of runaways includes some of our mightiest corporations; such as Standard Oil of New Jersey, the Texas Company, Aluminum Corporation of America, Gulf Oil, United States Steel, Standard Oil of California, etc.

There are also individual operators in this field, some of them relatively obscure, such as D. K. Ludwig and others who are well known through the gossip columns, such as Niarchos and Onassis—but all of them have amassed fabulous fortunes through these operations.

What's more, the runaway problem is expanding at a terrific pace. Right now there are building for runaway flag operation, for the account of American companies alone, 165 ships totaling over seven million—about half the total active tonnage of the aging and dwindling American-flag merchant marine.

If such a tide keeps running, it can in time reduce the American merchant marine to a worthless collection of hulls and send seamen right back to the abuse and degradation they fought so hard to overcome.

The December 1-4 protest was the first large-scale demonstration of the determination of the maritime unions of the free world to fight the runaway threat together. It showed what an effective job could be done.

The National Maritime Union and the Seafarers International Union are working closely together. Our two unions jointly led the participation of American unions in the protest. It was the excellent cooperation between us that was mainly responsible for the effectiveness of that action in U.S. ports and the splendid support given by other unions.

Shortly after the demonstration, NMU and SIU sent delegations to a special conference of the seafarers and dockers sections of ITF in London in January. There we were able to persuade our brother unions that a sharp change in ITF policy on runaways was needed to make possible a continuing and effective battle against runaway shipowners in each country.

Under the new policy, the job of organizing each runaway ship operation will be the responsibility of the unions of the country in which actual control of the shipping operation is vested. The contracts achieved will provide the standards those unions have achieved on legitimate flag ships.

This means that a runaway operator will have to answer to the unions of the country whose standards he is trying to evade. Those are the unions which will organize the crews on his ships, regardless of the nationality of the crew or the flag the shipowner has chosen to register their ships under.

And what is most important about this new policy, is that all ITF affiliates are pledged to work together to make it effective. A shipowner will find no place to hide. American shipowners have said that if they must answer to American unions for operation under the usual runaway flags, they will switch to a more respectable flag and still be able to do far better than they could under American.

But they will still be runaways and the unions of the ITF under this new policy have resolved to stand together against them. The millions of seamen, longshoremen, teamsters and others represented by ITF unions will fight the use of any flag by shipowners to evade the wages and conditions achieved by seamen in their own nation.

For American seamen and other waterfront workers there is no turning away from a battle on which their jobs and standards depend.

We must, of course, count on the understanding and support of the rest of the labor movement and the American people in this effort. We are confident that we will have them—for in this, as in other battles to defend the achievements of organized workers, all of us are involved.





## Is Major Medical Insurance A Good Deal For Workers?

### A Medical Consultant Analyzes New Form of Coverage

By HAROLD AARON, MD.  
Medical Consultant, District 65 Security Plan

"Major Medical Expense Insurance" is a relatively new development in health insurance coverage. First started in 1948, this type of insurance has grown rapidly, side-by-side with the traditional types of hospital and surgical-medical expense insurance such as Blue Cross-Blue Shield and commercial insurance plans. By the end of 1957 about 13,000,000 persons were covered by this insurance and the number of insurance companies offering this type of coverage had increased from 24 in 1952 to about 130 in 1957. About half of the companies offer the coverage on an individual and family policy basis.

The stated purpose of major medical insurance is "to provide for big medical bills that can ruin you financially" to quote one of the companies. It differs from the usual type of cash indemnity insurance like Blue Shield and commercial policies in the following ways: 1) It covers all types of illness expense in or out of the hospital, with certain important exceptions, such as maternity care; 2) Major Medical Insurance has a "deductible" clause requiring the insured person to pay the first \$100 to \$500 of the costs, and 3) it includes a provision by which the insured patient pays about 25 per cent, and the insurance company about 75 per cent of all medical costs above the deductible amount up to the usual maximum of about \$5000.

Most often, major medical insurance has been offered to supplement existing health insurance coverage. This means that the insured patient may use his existing health insurance benefits to "pay" the deductible amount before the "major medical" payments begin. However, since the majority of health insurance benefits are limited to hospitalized illnesses, as in Blue Cross-Blue Shield insurance, they cannot often be used to pay the deductible amount for medical expense outside the hospital, such as visits to family doctors, consultations & x-ray services. Therefore the insured patient must meet the cost of such visits from his own pocket.

#### First \$100 to \$500 Not Covered

As a rule the deductible amount, ranging from \$100 to \$500, is applied separately to each individual in the family. The wage earner may thus have to pay several times the stated deductible amount before the policy takes over any appreciable portion of the family's medical expenses. (There is an exception to this in the event of a common accident or disease affecting more than one member of the family, when the deductible amount applies to everyone in the family.)

The maximum payment in major medical policies ranges from \$2500 to \$10,000. In some policies payment is made only for those expenses which are incurred within two years of the onset of the illness or injury. This time limit is, in some illnesses, often passed before the maximum benefits can be paid. In patients with long-term illness, this time limit reduces by one-fifth to one-third the protection that would be provided by plans without such a time limit. If you do purchase a major medical insurance policy try to obtain one without the 2-year time limit.

Major medical insurance usually covers expenses incurred for:

Hospital care in a semi-private room; physician's care in and out of the hospital; private nursing; drugs; x-ray and laboratory examinations; anesthesia and operating room; ambulance; prosthetic devices such as artificial limbs; physical therapy.

Major medical insurance policies do not as a rule pay for the following:

General or preventive health examinations; maternity care (prenatal care, delivery and after delivery care); dental care; refractions and eyeglasses; psychiatric care; care provided by government agencies or under workmen's compensation benefits.

In some policies, psychiatric care is paid for if the patient is in a general hospital. In many policies there is no mention of exclusions for pre-existing conditions, but the application form may provide a check list of ailments, including the blanket phrase "Any other disease, injury or deformity." The implication is clear that prospective applicants with chronic illness may not be accepted even though pre-existing conditions are not listed among the exclusions.

#### Serious Omissions in Major Medical

Retired persons or those over 65 years of age are generally not covered in major medical policies or else coverage automatically ceases upon the nearest contract renewal date after the insured's 65th birthday. The better policies will provide benefits for psychiatric care as long as the insured is under the care of a licensed physician, and continues the contract, even though at reduced benefits, after age 65. Major medical insurance usually excludes the first 14 days of life, thus failing to cover the substantial expense of a seriously ill newborn or a premature baby.

While a review of all the provisions of all the policies offering major medical insurance on an individual and family basis is not possible in this article, it is possible to make some general statement about them.

- Major medical insurance increases the costs of medical care because it exercises no control over doctors to prevent excessive charges or unnecessary services. This insurance tends to encourage high fees just because there is insurance coverage. The greater the benefit provided, the higher the surgical bill.

- Major medical insurance places a money barrier in the way of necessary care. Even the smallest "deductible" in a major medical contract, \$100, may act as a deterrent to necessary care for many working class families.

- Major medical insurance is costly for working class families. Subscription rates may range from \$125 to \$200 per year, not including costs of Blue Cross, Blue Shield or other insurance coverage.

- Major medical insurance does nothing to prevent illness so that disease may be detected in its earliest stages. It does not provide for preventive measures such as immunizations, "well-baby" supervision, prenatal care, general physical examinations, and screening tests for cancer and other long-term illnesses.

- Major medical insurance does not promote high quality care.

The most that can be said for major medical insurance is that for the very few families—perhaps one out of a hundred—who incur medical expenses of \$1000 or more in a year, it is a supplement to the usual type of health insurance. Also the individual contract offered by some plans is an opportunity for persons who are not eligible for group plans to extend the meager protection they have. It is quite clear that major medical insurance does not satisfy the need for comprehensive prepaid health services. This will occur only by the expansion of programs which emphasize preventive care and encourage early diagnosis and treatment of physical and mental illness.



# Ask a Foolish Question...

By JANE GOODSELL

It is impossible to converse intelligently with children because children are very stupid and don't know anything. Take practically any subject—a child can make a complete hash of it in two seconds flat.

Let's say you have just remarked, "It certainly is cold out today." A child, being the little ignoramus he is, cannot fully comprehend this simple statement of fact. He mulls over it for several minutes and then launches into a series of silly questions: "Why is it cold out today, Mommy? Why is it colder in the winter than the summer? Well, why aren't the sun's rays as hot in the winter?"

You explain that it is because the earth tilts on its axis, and he wants to know what the axis is. Clearly, the stupid little creature doesn't know anything, and his lack of knowledge makes him a very



dull conversationalist. Especially in view of the fact that you, yourself, have such an advanced knowledge of the solar system. Is it any wonder that you offer him a popsicle in an effort to re-route the conversation?

In contrast, take a couple of adult women discussing the same subject. One lady remarks that it certainly is cold today, and the other counters with the thoughtful opinion that a fur coat is a real necessity in weather like this, and she certainly is glad she has her sheared beaver, although she wonders if she shouldn't have it restyled now that fuller sleeves are fashionable.

These two women have—as you can plainly see—progressed far beyond a discussion of elemental facts, and they are discussing the weather in the much higher realm of abstract ideas. They aren't asking stupid, immature questions about the difference between rain, hail and snow. They are much too intelligent for such childish chatter. Instead, they are exchanging philosophical opinions on the larger issues of our time: the relative merits of good beaver and cheap mink; the pros and cons of electric blankets; the importance of making children eat hot breakfasts in cold weather; the hazards of carrying an umbrella.

You can depend on an adult to make intelligent conversation. Adults have a frame of reference. They understand things like the Berlin crisis and the graduated income tax and nuclear warfare. Adults display their maturity of mind and depth of understanding by their thoughtful, analytical comments: "Terrible situation, terrible." Or: "We'd better have a little drink to cheer ourselves up."



Children, having no knowledge whatsoever, have nothing to offer conversationally. All they do is ask childish questions: "What's the Berlin crisis? What's the national debt? How big is it? How much does a hydrogen bomb cost? How does it work?"

Their ignorance is staggering. They don't know the difference between a star and a planet. They don't know a trapezoid from a parallelogram. They don't even know where babies come from. Children have to have everything explained to them.

It is naturally very difficult for mature, well-educated adults like you and me to communicate with such simple-minded creatures. Our fund of knowledge is so great (oh come now, of course I know the difference between a trapezoid and a parallelogram, and so do you) and theirs so small, that there is no way to bridge the gap.

Except for discussing vital pieces of business such as the necessity of eating vegetables, washing hands and finding that lost sweater, it is best that children and adults not try to talk to each other at all.

If children have to talk to somebody, let them talk to other children. As for answers to all those dumb questions they ask—well, that's what you bought the encyclopedia for, isn't it? Tell them to go look it up.



—Record drawings by Marjorie Glaubach

# our new secret weapon



By MAIA RODMAN

So far, the State Department has kept our newest weapon under wraps. But within days, or weeks at most, the American public will be aware of a powerful, death-dealing invention that will make the space and missile race as obsolete as cavalry.

The very first inkling of this new devastating discovery, strangely enough, was published in a fashion column. A week ago, fashion writer Eugenia Sheppard, columnist for the New York Herald Tribune, most casually let a big Defense Department secret out of the bag:

"One of the drop-dead American fashions to be shown in Russia this summer is an evening coat that reverses from gold brocade to chinchilla . . . First fall previews seem to prove that eight out of ten women will probably own, not this, but some version of the reversible coat before the end of next winter."

Thus, it seems fair to predict that the limelight that was briefly enjoyed by the seven American males chosen to be the first to travel in space, and the two monkeys, who already did it, will now be turned on the average American woman. If American fashions can make Russians drop dead who needs Sputniks and Muttniks?

The idea of the havoc that might be wrought by these Drop-Dead Females (or DDF for short) is an intriguing one. Let us picture one of them, wearing her new reversible for the first time, and put our imagination to work on what might ensue:

The scene is an average American home, like those found in Levittown. Half-upper-lower suburban, half-middle-upper urban, the trip split-level living room, is decorated in late non-convertible Castro furniture. The six-month war is in its fifth month. The head of the house (a feature member of the DDF) is a strong-bodied but calorie-controlled woman of thirty. She is speaking to her husband, a nondescript nuclear physicist.

Mrs. Wallace: Drop dead.

Mr. Wallace: What did you say, dear?

Mrs. W.: That's what Sally and Doris and the other girls on the block will do.

Mrs. W.: Do what, dear?

Mrs. W.: Drop dead. That's what.

Mr. W.: But why, dear?

Mrs. W. goes to the closet and takes out a reversible chinchilla and gold brocade coat. Standing squarely before him on her lifetime lifts, her face reflecting the strength and bravery necessary for a member of the Drop-Dead Females, she drapes it around her heroically, chinchilla side out.

Mr. W.: What is that, dear?

Mrs. W.: That's my drop dead reversible chinchilla and gold brocade coat.

Mr. W.: It's quite lovely, dear. How much did it cost?

Mrs. W.: Nothing.

Mrs. W.: Nothing?

Mrs. W.: Yes, nothing. I turned in the Caddie and the Jaguar. We came out even.

There is a knock on the door. (Actually, it is the front door bell. Pushed hard, it sounds like a knock, pushed gently, it chimes "Blue Suede Shoes.") Sally, the next door neighbor, comes in. She would appear overweight if it were not for the Regimen tablets that she carries in her hand.

Sally: Howdy, kids!

Mrs. W.: (coolly) What is that you're wearing?

Sally: It's my drop-dead French champagne satin, purple-dyed Japanese hare reversible coat.

Mrs. W.: (yawning) Oh!

Sally: I turned in the color TV, the deep-freeze, my hubby's insurance and a six-month supply of TV ginner.

Mr. W.: Six month supply?

Sally: (pointedly ignoring him) What's yours like?

Mrs. W.: Caddie and Jag, chinchilla and gold brocade.

The chimes suddenly play "Blue Suede Shoes." Doris, the next door neighbor (on the south side) comes in. She resembles both Sally and Mrs. Wallace, but it very much an individualist.

Doris: (feverishly) It cost me mother's annuity, daddy's gold-tipped golf clubs, Bill's hi-fi and stereo, the air conditioners, the dishwasher and the house, but it's a muskrat flanks and natural unborn opossum, interwoven, sky-dark, raw-silk fashioned in Free China reversible drop dead coat with a sapphire monogrammed collar.

Sally: (unimpressed) Oh!

Mr. W.: Bill's hi-fi and stereo?

Mrs. W.: (coldly) Very nice, but doesn't it shed in hot weather?

There is a sound of sirens outside. They grow deafeningly close. Sound of brakes and sirens stopping. The door knocks and plays the chimes at the same time. A platoon of State Police piles in, then makes room for a distinguished looking gentleman in a homburg, carrying an attache case. He is from the State Department.

Gentleman: You are the first three Drop-Dead Female volunteers chosen by your country to carry out a new human experiment fraught with hardships, difficulties and danger. You three have a rendezvous with destiny and I bring you greetings and best wishes from the President and the country that will look up to you as our foremost heroines.

Mrs. W., Doris and Sally (together): What do you want us to do?

Gentleman: You will represent the eight out of ten American women who will wear drop-dead coats this winter. You are to proceed immediately to the Soviet Union and report to our military attache. Then you will be stationed at the Moscow Fair. Under no circumstances will you be seen without your reversibles while on duty. As of today, and pending further orders, your quota will be eight-and-a-half Russians an hour. Good luck and good hunting!

(Music swells into a crescendo).

CURTAIN



# lighter side of the record

## How to Entertain

The perfect host must introduce  
The Hankins to the Wetzels,  
Keep everybody's glass full, pass  
The dip, hors d'oeuvres and pretzels;  
Clean ash trays, load the hi fi set,  
Admire the ladies' dresses,  
Congratulate successful friends  
On each of their successes.  
Initiate the repartee  
And keep it smart and arty,  
So now you know the reason why  
We never have a party.

## Please Pass the Carrots

Little Ricky was delighted when he received two baby rabbits for an Easter present. He enjoyed them even more as they grew up, but they became a nuisance to his parents.

Mom and dad considered various ways of getting rid of the rabbits without causing a fuss. Dad finally decided that a brisk, blunt approach would be best.

One day at breakfast he said to his wife, "Dear, how about having one of those rabbits for dinner tonight?"

Ricky's face lit up. Before mom could answer, he cried, "Say that would be swell, daddy! Do you think he can hold his spoon?"

They still have the rabbits.

## You Pays Your Money

Someone who picked up the telephone in a local movie house reports the following exchange:

"What's playing?"

"A Time to Love and a Time to Die."

"Which is on now? I only have time for one."

## Zoom—Boom

The automobile of tomorrow will be faster than sound. You'll be in the hospital before you start the motor.

## To The Letter

Climbing up an unopened box of soda crackers, an ant spied a friend scurrying along the opposite edge at great speed.

"Where on earth are you hurrying to?" inquired the first ant.

"Don't you see?" panted the other, indicating ahead of him. "It says: 'Tear along dotted line'."

## Inventive Genius

There is a joke in Russia that the most successful inventor is Comrade Reguspatoff (Reg. U. S. Pat. Off.)

## Cannibal Fare

In the Trade Winds column of Saturday Review we find this collection of cannibal stories, gathered by Clara Urquhart, an associate of Albert Schweitzer in Lambarene:

On his very first visit, a cannibal was immediately diagnosed by his psychiatrist: "You are fed up with people."

Number one best-seller in cannibal country: "How to Serve Your Fellow Man."

A cannibal chief had trouble with a choice meal cooking on his broiler and asked a witch doctor for advice. "Does he have a round white collar and a black frock?" asked the witch doctor.

"No," said the chief. "He's got a shaved head with a circle of hair, a long brown hassock and sandals."

"Oh, no wonder," said the witch doctor. "He's not a broiler; he's a friar."

## Modern Motif

A small child asked his father if he had any work he could do around the place to replenish his finances. The father assured him that he could think of nothing.

"Then," answered the modern youngster, "how about putting me on relief?"

## Party Line

At a recent political meeting a well-known Republican was speaking. He remarked that his method of obtaining votes for the Republican party was to give every taxi driver a large tip, then tell him, "Vote Republican."

"I think my way is better," said a colleague. "I give them no tip and tell them 'Vote Democratic'."

## Success Testimonial

Two doctors recently met for the first time since they were at college together.

"I'm specializing in nerve treatments," said one.

"And have you had any success?" asked the other.

"I should say so," was the reply. "When I had finished with my last patient, he asked me to loan him a hundred dollars!"

## After Math

I've always been sort of a stickler for

Form in its various guises;

The form on the horses, of girls, or in golf

Has seldom held many surprises.

My knowledge of form runs the gamut

From social and art to the sporty—

But I'll never believe I'm an expert again

Since I tangled with Form 1040!

## Overheard At I.R.S. Office

Can you prove this was a business trip, Mr. Revere?

You claim rather a lot of dependents, Mr. Solomon, uh—Your Majesty, I mean.

A round trip across the Atlantic is only \$900, Mr. Columbus.

Aren't your deductions for fire damage somewhat high, Mr. Nero?

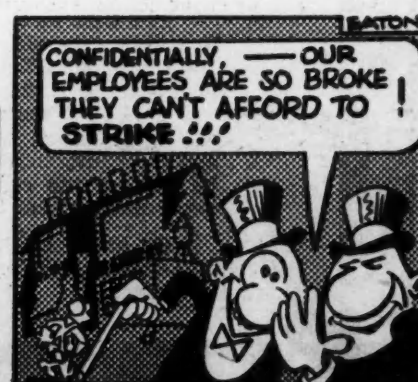
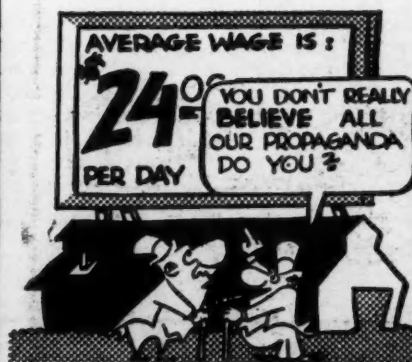
Empire-building or no empire-building, expenses for Miss Cleopatra are non-deductible, Mr. Caesar.



WE'VE DECIDED TO WAIVE THE INITIATION FEE IF YOU PROMISE TO ATTEND ALL THE MEETINGS!



WHERE'S THE REST OF 'EM?  
The caption says Julie Hopkins is wearing 'Baby Doll' pajamas, but there doesn't seem to be enough pajamas to go around Julie.





# WELCOME TO N.Y.

**in  
this  
issue:**

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***The Case for  
A Union in  
N. Y. Hospitals***

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**AFL-CIO Statement on  
'Labor Reform' Bill**

**— Page 9**

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**Is Major Medical Insurance  
Worthwhile for Workers?**

**A Leading Medical Authority  
Analyzes New Type of Health  
Insurance Coverage**

**— Page 13**

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## **General Council Meeting Opens June 9**

The first meeting of the RWDSU General Council ever to be held in New York City will take place June 9 to 11. More than 100 members of the International Union's top policy-making body will convene at the Park Sheraton Hotel for the three-day session. With the meeting taking place in the RWDSU's headquarters city, where many of its oldest and largest locals are to be found, the Council members are looking forward to one of the best and most informative meetings ever held. And, during their free time, they'll be coming into contact with many RWDSU members employed in the city's department stores, retail stores and chains.

On behalf of the 60,000 RWDSU members in New York, we say to the General Council, "Welcome to our town!"

**Travel Tips  
For Your  
Summer Vacation**

**— Pages 10, 11**